

Bulletin

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President Ham endorses binding arbitration

Council refers advisory committee report back to executive committee

A new arrangement for bargaining with faculty members and librarians which provides for binding arbitration, worked out after nine days of intensive negotiations, was presented by President James Ham to the Dec. 17 meeting of Governing Council. (The proposed revision of Article 6 is on page 3.)

On the agenda was the report of the Advisory Committee on the *Memorandum of Agreement*, which recommends a process of bargaining that the University of Toronto Faculty Association (UTFA) says is unacceptable. The President's recommendations will have to be con-

sidered by the Executive Committee before being considered by Governing Council.

In the light of the President's assurance that a provision for binding arbitration in the *Memorandum of Agreement* was worked out to the satisfaction of both UTFA and the administration, Council members voted to refer the Advisory Committee's report back to the Executive Committee for further consideration.

President Ham told Council the process of bargaining by binding arbitration can be looked on as a continuation of the present arrangement whereby

Council can accept or reject the settlement proposed by a mediator. For the two remaining years of the *Memorandum* President Ham has suggested that Council in effect withhold its right of veto. In the past four years there have been three settlements by mediation, he said, but not once has Council rejected the mediator's decision. *De facto* there has been binding arbitration, said the President.

The criteria to which the mediator/

arbitrator would be instructed to adhere, he said, would include the need to attract the best scholars, who are motivated to come to a university not merely because of salaries but also because of libraries and high-calibre colleagues. Another criterion would be responsibility, which he said implies fair salaries but as well an attempt to operate without unmanageable deficits.

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Anger, bitterness expressed at SGS council meeting chaired by President

Central administration, some non-academic departments attacked

by Pamela Cornell

Low morale, inadequate resources, academic erosion, administrative indecisiveness, incompetence in major non-academic departments, and an urgent need for political action were recurrent themes at the Dec. 15 meeting of the School of Graduate Studies Council. Issues affecting graduate programs was the topic under discussion and President James Ham was in the chair.

Zoology department chairman David Mettrick launched the special session with a bleak account of the situation in his department and a blistering attack on the central administration, on the personnel, payroll and physical plant departments, and on the Office of Research Administration (ORA).

Mettrick said his supplies budget is 44 percent and his equipment budget 46 percent of what they were in 1971. He added that the past 10 years have also brought budgetary reductions of 39 percent for teaching assistants, 20 percent for support staff, and 18 percent for full-time faculty members.

Erosion of faculty, he said, has meant that fewer graduate courses are being taught and some are being given jointly with fourth-year undergraduate

courses. In addition, the more desirable experimental format has given way to the more affordable lecture/seminar approach.

Space restraints and an increased "paper burden" were described as other impediments to operating effectively.

A lack of confidence in the central administration, he said, has been exacerbated by recent disclosures about misreported funds. Moreover, said Mettrick, a lack of information about the President's plans makes it difficult for chairmen to keep their departments informed. To improve communications between Simcoe Hall and the departments, Mettrick proposed establishing a council of chairmen as a forum for discussion with the President.

Mettrick criticized "official attitudes" in the Office of Research Administration and "bureaucratic inertia" in the personnel and payroll departments. Physical plant's costing of services is outrageous, he said, with their figures bearing no resemblance to reality or to outside estimates.

Low morale is resulting in a reluctance on the part of many in the zoology depart-

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Agreement on binding arbitration 'an enormous victory' for faculty, says Dyck

The University of Toronto Faculty Association (UTFA) and the administration have reached agreement on a new method of bargaining for salaries and benefits. If Governing Council approves the arrangement, Article 6 of the *Memorandum of Agreement* will be revised to authorize binding arbitration arrived at according to a specified set of criteria. (See page 3.)

Negotiations between UTFA's representatives, president Harvy Dyck and Adel Sedra, and representatives of President James Ham, Alexander Pathy, vice-president — business affairs, and David Nowlan, vice-president (research and planning) and registrar, were into their tenth day of negotiations when the agreement was reached.

"It's an enormous victory for the faculty," says Dyck. UTFA had previously rejected a counterproposal to its proposed amendments submitted by a Governing Council Advisory Committee. The counterproposal had refused to endorse binding arbitration, which the committee feared might be incompatible with fiscal responsibility. One of the criteria the arbitrator's award is to be based on in the proposed agreement is the need of the University of Toronto to operate "in a responsible manner".

This is much more general than "fiscal responsibility," says Dyck. "It obviously does not mean ability to pay. It requires that salaries and benefits be fair and reasonable and doesn't relate exclusively or even principally to fiscal matters."

Other criteria are changes in the

Consumer Price Index, salaries and benefits at other universities and in other professions, the need to attract faculty members and librarians of the highest quality, overall compensation packages and total adjustments made in recent collective bargaining settlements.

UTFA originally objected that a mediator turned arbitrator might know too much about the position of each side to act objectively. "They seemed to have a strong preference that it be the same person," says Dyck. "As long as it's a strong person, one who is experienced in the field and whose decision can carry weight provincially, we are satisfied." The mutual choice of a mediator/arbitrator for 1982-83 bargaining sessions is Judge Alan Gold.

Dyck says UTFA's executive council approved the agreement 39 to two. Though his association is eager to begin negotiations on next year's salaries and benefits, bargaining will have to wait until the new procedure is approved, he says. The Ontario Confederation of University Faculty Associations' recent advice that members seek minimum scale increases of 20 percent, he says, is "not very ambitious".

Now that the division within the University has been healed, UTFA is anxious to work with the administration in lobbying the provincial government for increased funding, says Dyck. "Once you make peace at home you confront the problems facing you in the outside world."

President Ham said he intervened in a situation which in the normal course of events he would not have entered. In the circumstances, he said, he believes his action was justified. He suggested that if, as Council has been advised, there is a legal impediment to delegating its authority to an arbitrator, steps should be taken to remove the impediment.

E. Kendall Cork, vice-chairman of the Council and chairman of the Advisory Committee, spoke bitterly of the division he said UTFA had created between faculty and Council in its refusal to consider the committee's counterproposal, which would use Council as the arbitrator in bargaining disputes.

"We are not a board of directors," he said. "The genius of the Governing Council structure is that there is always a disinterested majority to ensure that a decision is taken on the strength of its merits rather than on vested interest. UTFA has rejected this report because it does not trust Governing Council. This must be deeply disturbing."

In Cork's view, the President's intervention was an attempt to "calm the hysteria" created by UTFA. "UTFA has created what it calls a crisis on the campus by manipulating a threat to certify. The principals, deans and directors accepted that threat." He said that in discussions UTFA's representatives seemed insensitive to the need to maintain the University environment and enthusiastic about the possibility of a deficit.

Cork said he had never heard of a great university with a unionized faculty nor of a great university with an ongoing deficit. "UTFA has faced us with Hobson's choice."

Several members expressed disappointment that UTFA did not accept the committee's report. Students Michael Martin and Robert Aiello felt that an outside party should not be given the authority to recommend a settlement that could plunge the University into debt.

William Corcoran and Chancellor George Ignatieff urged that the matter be settled so that the University not be seen to be quarrelling over money. "We would look irrelevant in this society," said William Corcoran. A period when bankruptcies are widespread is an inap-

propriate time for a confrontation over money, Corcoran continued.

Professor Stephen Triantis suggested the arbitrator would have no more authority than an umpire. "If we agree that heads it is 10 percent and tails it is 15 percent, is that delegation of authority to the coin?" he inquired, urging Council to get a second legal opinion.

Council's vote to refer the matter back to the Executive Committee was unanimous.

Budget guidelines

The future of the University's Advisory Bureau and Educational Development Office does not look bright.

Following Governing Council's approval of the budget guidelines for 1982-83, student member Michael Martin asked President James Ham why those two particular divisions had not yet received any indication of what their budgets would be.

"These issues are not attractive," said the President, "but we're living in restricted times and we're going to have to stop doing some of the things that have served the University in significant ways."

"It's the responsibility of the administration to bring forward proposals it thinks will be in the best interests of the institution but the administration has no authority to eliminate anything. Whether or not budget decisions are sustained depends on Governing Council's endorsement."

Student member David Grindal acknowledged that "everyone would go down with the sinking ship unless the President is given authority to throw someone overboard" but he said the President should bring forward an explicit excision policy before Governing Council can be expected to provide him with a concrete set of guidelines.

Sidney Smith addition

Business Affairs Vice-President Alexander Pathy reported that the proposed addition to Sidney Smith Hall is to be started at last.

"I really believe we're going to get this on the road in January. It's high time this long-delayed student service will be with us."

The addition, which has been discussed in various forms for several years, will include a student lounge and eating facilities.

Caucus on Research refuses to lobby for more money for SSHRC if council goes ahead with plan to emphasize Canadian studies

The University of Toronto Caucus on Research (COR) has told the Social Sciences & Humanities Research Council (SSHRC) in no uncertain terms it will not press the federal government for more grant money if the grants are to be for Canadian studies.

Andre Fortier, president of the council, says the U of T scholars are short-sighted. "Principles are words that don't produce results. There is no use in yelling about principles — you have to demonstrate to the public that cultural and intellectual development are of value to Canadian society."

Fortier had asked COR to promote an increase for SSHRC as it did earlier this year for the Natural Sciences & Engineering Research Council (NSERC) and the Medical Research Council (MRC). NSERC's budget was raised by \$80 million or 40 percent for the first two years of a five-year plan excluding allowance for inflationary adjustments after the COR and other university researchers across Canada objected loudly to science and technology minister John Roberts' plans to cut funding.

The SSHRC has the smallest budget of the three federal granting councils. In 1980-81 it was \$38 million; this year's budget is expected to be \$41.2 million. Over the last 10 years it has suffered a decrease of 28 percent in real terms, while in the same period NSERC has grown by 16.3 percent and MRC by 13.1 percent.

The COR has told Fortier, SSHRC, the Social Development Committee of the Cabinet and the deans of graduate schools across Canada it will not assist a plan to redirect scholarship in the social sciences and humanities to targeted areas of practical concern to Canadians. The proposed SSHRC budget leaked to the COR suggests that if SSHRC were to get a commitment for the additional \$25 million (in 1981 dollars) it wants by 1985-86 it would be at the expense of free inquiry. Instead of excellence, the professors feel the criterion would become relevance to Canadian issues defined by the government.

All of the proposed increase in the SSHRC budget would be spent on Canadian studies, with 80 percent going to particular areas that include northern studies, native studies and women in the workplace. Meanwhile, funding for research outside the realm of Canadian studies would remain at its current level, with annual adjustments for inflation.

Fortier says Francis Fox, minister of communications, told him in March to withdraw the plan he'd prepared for this year's budget request to the Social Development Committee. The original plan had been based on a 1979 five-year projection by SSHRC suggesting a small range of strategic grants on Canadian themes. Fox told him it wasn't enough. Furthermore, says Fortier, Fox suggested there was a danger that if the committee rejected the plan SSHRC might have to use money slotted for independent research to finance targeted themes.

In an effort to get more money, Fortier revised SSHRC's plans this year to emphasize research on Canadian ways of life. A new plan was accepted by SSHRC in June. Now scholars are objecting that immediate social priorities should not be a major concern of academic research.

Fortier says the public and the government do not believe in research that does not eventually help Canadian society. His job is to convince the government that scholars are interested in helping solve society's problems. "People have to be stimulated to work in these areas. There are fundamental social issues that ought to be studied."

"If we don't take the money for that purpose we don't get it," says Aurele Ouimet, director of the council's information service. "It is take or die. We are very marginal compared to other councils. We were told the budget would not increase if the research was not relevant." Independent, curiosity-based research was rejected as impractical and therefore uneconomic. In his opinion visible research is a lobby in itself, since it shows the general population the practical benefits of scholarly investigation.

U of T professors call this research by contract. "They are up against a terrible funding problem," says Frances Halpenny, chairman of the Humanities & Social Sciences Committee of the U of T Research Board and general editor of the *Dictionary of Canadian Biography*, "but whether they are doing the right thing is a question." She says in her view the humanities are at risk. Her own project would not be affected by the new emphasis on things Canadian, but she feels an obligation to join her colleagues in letting SSHRC know that they think the emphasis excessive and ill-advised. "I've got much more to do than spend time lobbying," she says, "but that is what we are forced into doing."

Instead of publicly calling for more research funding, as it did when NSERC was threatened, the COR is denouncing what it says is SSHRC's plan to redirect research. At the risk of being left with the same limited funding for independent research or, worse, finding that Canadian studies cuts into the limited funding, the scholars are speaking out against what they see as government control of university policies. Last week they held a press conference, hoping to spread their point of view through the national media.

One of their main objections, say the professors, is that young scholars would be turned away from the humanities and social sciences into fields the government perceives as in greater need of manpower. Then by the mid-1990s, when much of the present faculty will have retired, there will be a shortage of qualified instructors of non-Canadian social science and humanities subjects.

Another objection is the intrusion of the government into graduate school programs. The leaked budget and appen-

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Governing Council December 21, 1981

Governing Council approved

- a revision to the School of Graduate Studies statute
- a recommendation that the report of the Pension Plan Task Force form the substantive basis for considering pensions in the 1982-83 salary and benefit negotiations with the faculty and staff associations
- a recommendation that effective Jan. 1, 1982, Montreal Trust be appointed master trustee for the pension fund with complete responsibility for the handling of all cash and securities with respect to existing mortgages in the portfolio, which will remain with Canada Life as servicing agent
- a recommendation that premiums under Canada Life policy 3880 be discontinued after Dec. 31, 1981, and that the policy be assigned to Montreal Trust to be considered an asset of the new master trust agreement

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Proposed agreement to amend Article 6 negotiated by the administration and faculty association

Following is a letter from President James Ham to the chairman of the Governing Council, Terence Wardrop, concerning the negotiations between the administration and the University of Toronto Faculty Association on Article 6 of the Memorandum of Agreement. Following the letter are the terms of the recommended agreement.

December 16, 1981

Dear Mr. Wardrop:

I am writing to give you my appreciation of the outcome of the confidential negotiations that my office initiated with the University of Toronto Faculty Association following my letter to you and to my academic colleagues dated Dec. 3, 1981.

It is important for you and Council to understand why I chose to intervene in a situation of critical impasse. The essential point is that while the analysis of the situation of the University as given in the Report of the Advisory Committee is accepted as sound, the proposed process for the determination of salaries and benefits has been, upon reflection, rejected by almost all of my academic administrative colleagues at all levels of responsibility and I believe by the great majority of grass roots faculty and librarians. At the same time there is a strong desire to preserve the existing collegial framework of the *Memorandum of Agreement*. At this stage it is fruitless to ponder the reasons for the overwhelming negative reaction to the proposed process by those who form the heart of any university. The quality of intellectual leadership of the University of Toronto has in the past and will in the future depend strongly on the capacity of the University to shape its future by collegial means. And none of us doubts that fair and reasonable salaries and benefits for faculty and librarians (and others) are essential to the allegiance that can sustain this collegial sense. In these circumstances I resolved to engage the faculty association directly in negotiations.

In the period from Sunday, Dec. 6 to Tuesday, Dec. 15, Vice-Presidents D.M. Nowlan and A.C. Pathy engaged in intensive negotiations with Professors H.L. Dyck and A.S. Sedra on the question of whether or not a mutually agreed process of binding arbitration under the aegis of the *Memorandum of Agreement* could be devised, one which, notwithstanding the Report of the Advisory Committee of Governing Council, I would be prepared to recommend to Council for its consideration.

I am pleased to report that a process has been agreed upon that the President of UTFA is prepared to recommend to his council and I am prepared to recommend to Governing Council as a basis on which to establish a mutually agreed amendment to Article 6 of the *Memorandum of Agreement*. The essential features of this agreement for the process of determining salaries and benefits for faculty and librarians are as follows:

- (1) Article 6 of the current *Agreement* is replaced by binding arbitration for salaries and benefits for faculty members and librarians;
- (2) the arbitration process is to be followed for the remaining agreed term of the *Agreement* (two years), and then lapses but may be extended by mutual consent after a review of its effect on the University community; and
- (3) the arbitrator shall base his award on the following criteria:
 - changes in the Consumer Price Index in Canada and in Toronto;
 - salaries and benefits for faculty members and librarians at other universities and for members of other professions and groups in society;

- the need to attract faculty members and librarians of the highest quality;
- the overall compensation presently received by faculty members and librarians involved in these proceedings, including direct salary compensation, vacations, holidays and other leave provisions, insurance, pension, medical, dental, and hospitalization benefits, and all other benefits received;
- total compensation adjustments made in recent public and private sector collective bargaining settlements;
- the need of the University of Toronto to operate in a responsible manner.

Within the aegis and spirit of the existing *Memorandum of Agreement* which begins with the words: "Given that both parties desire to promote the welfare of the University and its faculty and librarians..." I recommend that Governing Council approve the attached agreement. I do so with the firm belief that the process set forth for determining salaries and benefits is fair and in the good interests of all parties.

If there should be a legal impediment to the adoption by Council of my recommendation I have no hesitation in also recommending to Council that it take the necessary steps to remove such an impediment.

I look forward to the opportunity to speak to this important matter in Council.

I would be grateful if you would transmit this letter and the following material to Council.

James M. Ham

WHEREAS the Governing Council of the University of Toronto (hereinafter referred to as the "Governing Council") and the University of Toronto Faculty Association (hereinafter referred to as the "Association") are parties to a *Memorandum of Agreement* (hereinafter referred to as the "*Agreement*"); AND WHEREAS the *Agreement* is in full force and effect until June 30, 1983; AND WHEREAS the Association has requested the Governing Council to amend Article Six of the *Agreement*; AND WHEREAS the representatives of the President of the University of Toronto and the representatives of the Association have met together to discuss the amendment of Article Six; NOW THEREFORE it is resolved that Article Six will be replaced by the following:

ARTICLE 6: SALARIES AND BENEFITS

Salaries and benefits for faculty members and librarians shall be negotiated annually in accordance with the following procedure.

Prior to November 15 of each year, the Association shall, by written notice, call on the University to enter into negotiations pertaining to salaries and benefits for the next academic year. The notice shall specify the items on which agreement is sought.

No later than 10 days after the above notice, the first bargaining session shall be held. The parties shall thereupon bargain in good faith and shall make every reasonable effort to reach agreement.

Either party may request mediation at any time between January 1 and January 31. The agreement as to the method of selection of a mediator is attached hereto.

The mediator shall make every reasonable effort to resolve the remaining differences between the two parties, who shall continue to bargain in good faith. The mediator shall have until February 21 to bring about agreement. If agreement has not been reached by February 21, the mediator shall inform the President of the University and the President

of the Association of the failure to reach agreement. The mediator shall then become the arbitrator.

The arbitrator shall, within one week, receive from both parties a statement of their final positions. When both parties have submitted their final positions, the arbitrator shall give to each party a copy of the final offer of the opposite party. Before rendering an award, the arbitrator shall, at a hearing at which both parties have the right to be present, give each of them opportunity to introduce relevant evidence and to submit oral and written argument and counter-argument respecting the final positions.

The arbitrator shall render a decision in writing, together with the reasons for the award, by the end of March. The decision of the arbitrator shall be final and binding on both parties.

The fees and expenses of the mediator/arbitrator shall be borne equally by the parties to this *Agreement*. Otherwise they shall bear their own expenses.

The arbitrator shall base his award on the following criteria:

- changes in the Consumer Price Index in Canada and in Toronto;
- salaries and benefits for faculty members and librarians at other universities and for other professions and groups in society;
- the need to attract faculty members and librarians of the highest quality;
- the overall compensation presently received by faculty members and librarians involved in these proceedings, including direct salary compensation, vacations, holidays and other leave provisions, insurance, pension, medical, dental, and hospitalization benefits, and all other benefits received;
- total compensation adjustments made in recent public and private sector collective bargaining settlements;
- the need for the University to operate in a responsible manner.

The arbitrator shall not have the authority on the following:

- (a) any item which has been mutually agreed upon during negotiations, or

mediation, but shall take the cost of any such item into account in the award;

- (b) any item which would alter existing provisions in the *Memorandum of Agreement* which do not relate to salaries and benefits.

The submission to arbitration shall be subject to the Arbitrations Act, R.S.O. 1980 c.25.

Any of the dates specified in this Article may be changed by mutual agreement. It is understood and agreed that Article 6 as amended herein shall lapse following its application for the 1983-84 academic year unless reaffirmed by June 30, 1983 for a further period by mutual agreement, after consideration of its effect on the University community. If mutual agreement to continue Article 6 is not reached, the parties agree to negotiate procedures for the future, such negotiations to be completed by October 15, 1983.

We agree to recommend this *Agreement* to our respective principals:

Harvey L. Dyck Alexander C. Pathy
David M. Nowlan Adel S. Sedra

December 15, 1981

Agreement

The parties agree that Judge Alan Gold be requested to act as mediator/arbitrator, should one be required, for the 1982-83 salary and benefit negotiations.

If Judge Gold is unable or unwilling to accept the request, the parties agree to consult for a further two days in order to attempt to agree on a mediator/arbitrator.

Failing agreement in the time specified, the parties agree that Mister Justice Howland, Chief Justice of the Province of Ontario, will be requested to make the appointment of the mediator/arbitrator.

In the first week of October, 1982, the parties agree to meet in order to agree on a mediator/arbitrator for the 1983-84 salary and benefit negotiations, should one be required. Failing agreement the Chief Justice of the Province of Ontario will again be approached to appoint the mediator/arbitrator.

'A start has been made in rebuilding trust'

Following is a letter from Harvey Dyck, president of the U of T Faculty Association, to President James Ham.

December 17, 1981.

Dear President Ham:

I am happy to inform you of the decision of the Council of the University of Toronto Faculty Association regarding the proposed replacement for Article 6 of the *Memorandum of Agreement*, agreed to on Dec. 15 in negotiations between your representatives and the association. At a meeting yesterday afternoon, Dec. 16, the UTFA Council approved the negotiated replacement article by an overwhelming vote of 39 in favour and 2 opposed.

After Governing Council has given similar approval, the association looks forward to starting salary and benefits negotiations for the year 1982-83.

In recent months, the University community has passed through difficult times as it probed the issues of fairness in procedures, on the one hand, and the baneful consequences of continued provincial underfunding, on the other. The cooperative spirit which characterized our long and difficult negotiations makes

us cautiously optimistic that an important corner has been turned in our mutual relations and that a start has been made in rebuilding trust and harmony within the University community. I hope that the association's measured optimism will stand the test of experience during the coming years.

We share your view of the imperative need for a collegial approach to the problems of our great University, contained in your letter of Dec. 16 to our colleagues, which concludes: "None of us doubts that fair and reasonable salaries and benefits for faculty and librarians (and others) are essential to the allegiance that can sustain this collegial sense." These encouraging words are sure to be echoed by our colleagues.

Finally, we are heartened to think that the good will evident in the negotiations will now enable both sides to direct their united energies to the provincial and federal arenas where the resolution of the underlying problem of underfunding must be found. The newly agreed-upon system of arbitration will, I am sure, be of immeasurable help in this task.

Harvey L. Dyck

Robin Armstrong will be next dean of arts and science

'He has a physicist's capacity for rigorous thought and a diplomat's tact'

by Pamela Cornell

Physics department chairman Robin Armstrong has been named dean of the Faculty of Arts & Science for a five-year term beginning July 1, 1982. He succeeds political economist Arthur Kruger, who refused a two-year extension to his term.

Describing himself as a Kruger fan, Professor Armstrong says he will steer the faculty in the same general policy directions. However, the two disagree on some specific issues and one of their differences could make itself felt next month when the faculty's General Committee continues its debate on entrance exams.

The lack of any uniform marking standard in Ontario's secondary schools prompted Dean Kruger to propose that, beginning in 1985, all applicants from grade 13 write exams devised by a US testing service and administered by the American College Entrance Examination Board (CEEB).

While Armstrong endorses the concept of entrance exams, he maintains that they will have a steering effect on what is taught in high schools and therefore should be "made in Canada", particularly the one in English composition.

"It's fine to have these tests administered by the CEEB because it's important that they be conducted in a mechanically correct fashion and CEEB procedures have been in place for some time. But my convictions about the origins of such tests might be reflected in alterations to the resolution being put forward at the next meeting."

From heading a department with 2,000 undergraduates, 160 graduate students, 58 faculty members, 19 research associates, 11 postdoctoral fellows and a \$3.5 million budget, Armstrong, 46, moves to the helm of the University's biggest division. As dean, he will oversee 29 departments, 12,600 students, 1,000 professors and a budget of about \$50 million.

"Clearly this is one of the most important academic and administrative appointments in the University and I think a wise choice has been made," says Dr. E.A. (Bun) McCulloch, assistant dean in the School of Graduate Studies (SGS). "Robin has proven himself to be a patient,



STEVE BENAL

skilful administrator, capable of taking tough decisions."

The biggest problem facing the new dean will be money: how to spend less and generate more. The urgent need for additional funding in such oversubscribed areas as computer science and commerce, Armstrong suggests, might be counteracted by differential admission requirements. An average of at least 78 percent, for example, could be required for commerce, while only 72 percent might be needed for admission to an arts program.

To update equipment in the sciences, he says he'd be prepared to consider an incidental fee of the sort proposed in engineering. He hastens to point out that those are just tentative ideas, adding that he plans to avoid expressing firm opinions over the next six months.

"There can be 20 different ways to solve a given problem and we have an incredible collection of minds capable of offering solutions. So I intend to listen, not pontificate. This is a heterogeneous faculty; my experience has been limited to a science department."

Armstrong might consider his perspective narrow but others disagree. English professor Jane Millgate and economics professor Ian Drummond served with him two years ago on the Kelly committee, reviewing the faculty's undergraduate program. Both admire his ability to grasp ideas quickly and his concern for the faculty as a whole. They also observe that, while he has firm convictions which he expresses forcefully, he can be flexible, too — listening carefully to other points of view.

One of Armstrong's convictions is that the colleges are a potentially valuable academic resource. A graduate of University College, he was one of the first scientists to become an associate member there.

"Robin has always been a constructive member of college council," says Principal Peter Richardson. "He's never bound by fixed positions and is always willing to look at issues afresh."

"I'm particularly interested in his recent suggestion that the colleges take on the academic role of providing a visible setting for existing joint programs, such as maths and physics."

Armstrong acknowledges that being dean in these tight-money times could prove a frustrating and unrewarding experience. Yet he admits he wasn't "dragged kicking and screaming" into accepting the job. His 13 years of administrative experience in the physics department had given him a taste for that kind of work but he was ready to move on to fresh challenges. And as someone who earned his three degrees at U of T then joined the faculty (after a stint at Oxford as a postdoctoral fellow), he has a deep-rooted affection and concern for the place.

"If my colleagues think I can make a contribution when there are serious problems then I'm prepared to take them up on it."

One colleague and former teacher who's "delighted" that Armstrong has accepted this new responsibility is Professor J.N.P. (Pat) Hume, now master of Massey College.

"Robin was always one of those students you couldn't help noticing — bright, lively, outgoing, a pleasure to work with. And over the years, he's proven to be very realistic and very fair in his dealings with people."

"When I was chairman of the computer science department and he was serving his first term as chairman of physics, we shared accommodation so there were frequent space wars but they were always good humoured."

"There's no doubt Robin is one of those admirably well-rounded people. He's built a solid reputation in research, has published several excellent textbooks, has a very active group of graduate students, and hasn't neglected his family (wife Karen and teenaged sons Keir and Drew)."

Keeping up research activities in addition to holding down an onerous administrative position won't be easy but

Armstrong says he intends to try. The graduate students in his basement lab at the physics building rarely see him between nine and five anyway and his other major project is confined to five or six weeks each summer. That's when he goes to Chalk River where he has developed a program using "waste" neutrons from the reactor to investigate the static and dynamic properties of solids.

The combination of being active in research and experienced in administration led to Armstrong's chairmanship of the task force on the proposed Canadian Institute for Advanced Research (CIAR), a brainchild of SGS dean John Leyerle.

"Robin Armstrong has a physicist's capacity for rigorous thought and a diplomat's tact for getting others to agree on a logical course of action," says Leyerle.

Erindale College principal Paul Fox agrees: "Robin is well-organized, knows what he wants and knows how to involve others. Part of his overall plan for physics at the University was to have an optics specialty at Erindale and I think it's worked out very well."

"It's also reassuring to know that he runs several miles a day and rides his bike to and from work because stamina will be a must in his new job."

Lorna Marsden, a former fellow departmental chairman and now an associate dean in the graduate school, approves of the "informal rotation" that has a scientist following a social scientist who, in turn, had followed a humanist as dean.

"I like having the arts and sciences together in one faculty, but I also think we have different points of view."

Marsden is especially enthusiastic about the scientist chosen this time round.

"Robin listens before he leaps. He's someone who can watch a situation carefully then act from strength."

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Biology prof. to be replaced after work permit refused

Did the University 'blatantly defy' employment and immigration, as Axworthy charges?

by Judith Knelman

Andrew Rogerson, the Scottish biology professor who has been teaching at Erindale without a work permit since the fall term began, will be replaced next term now that the Canada Employment & Immigration Commission has refused his application.

Biology 270 will probably be staffed by faculty members on overload assignment, says J.J. Fawcett, associate dean of sciences at the college. Earlier this month, after Rogerson's students learned it might be cancelled, Principal Paul Fox promised a group demonstrating outside his home he'd make every effort to keep the course going.

Rogerson was hired at the end of August to replace an instructor who resigned suddenly on July 21. Fawcett says the biology department did not have time to follow the procedures set out by employment and immigration, which requires an exhaustive search for qualified Canadians before foreigners can be considered for an academic job. The situation was also aggravated by the mail strike. The search committee advertised at southern Ontario universities for a sessional instructor, with a deadline set at Aug. 7. They received eight applications, none as impressive as Rogerson's, says Fawcett. Rogerson was offered the job on Aug. 26.

Though employment and immigration minister Lloyd Axworthy told the *Toronto Star* the University had been blatantly defiant in not contacting his department for nearly two months after the hiring, Fawcett says both he and Rogerson asked in August for validation of the appointment. Rogerson says he was told over the telephone that revising and updating the permit he already had to do postdoctoral research would be a mere formality.

Fawcett says he was sent what he assumed to be the appropriate Canada Manpower form on Aug. 28. It was mailed back Oct. 2, but on Oct. 5 Manpower sent another set of forms, this time asking for details of the recruitment process. These were mailed from the University Oct. 14 and received Oct. 22, which is the first date of contact

recorded by Axworthy's office. On Dec. 7 the University was notified that a work permit had been refused.

"They went ahead and hired somebody illegally and two months later asked us to validate it," Pat Preston, press secretary to Axworthy, told the *Bulletin*. When W.J. Fox, director-general of labour market and benefits programs of Canada Manpower in Toronto, was told by the *Bulletin* that Fawcett had proof of contact with Manpower from the time the appointment was made, he said if new information came to light he would reconsider. Preston says she does not consider asking for an application a contact. Besides, she says, the first form did not provide all the information needed.

Rogerson, who has not yet been paid for his teaching, will resume his post as a postdoctoral fellow. He is embarrassed by the whole affair, but not embittered, says Fawcett. "He's being very reasonable — perhaps more reasonable than we have a right to expect."

Vice-President and Provost David Strangway says he hopes the decision will be reversed. He'd like to establish a basis for hiring in an emergency situation.

Current employment and immigration regulations requiring that advertisements for academic jobs stipulate that only Canadian citizens and landed immigrants should apply contravene the Ontario Human Rights Code, says the Association of Universities and Colleges of Canada (AUCC). *University Affairs*, published by AUCC, will no longer run such statements, since it is subject to the provisions of the code, in the opinion of its solicitor. "Our lawyer advises that to continue to accept advertisements that conform to the current employment and immigration policy will expose the association to monetary damages and/or conviction and that we should cease to do so," Allan K. Gillmore, executive director of AUCC, has told universities.

According to Gillmore, concerns such as that of the Human Rights Commission have led employment and immigration to draft a revision of the regulations.

Season's Greetings



from the staff
of the Bulletin

New policy on changes in budget appropriations to come before Business Affairs

A motion by Professor Jean Smith to amend the Governing Council policy on changing budget appropriations was withdrawn from the Dec. 9 meeting of the Business Affairs Committee.

The proposed amendment would have curtailed the power of divisions of the University to increase appropriations offset by rises in income unanticipated in the budget.

Instead, the committee was told that at a meeting of the Audit & Finance Subcommittee William Birt, chairman of business affairs, Alexander Pathy, vice-president — business affairs, and Prof. Smith had agreed on a more satisfactory way of reporting transactions outside the budget process. Members of Business Affairs will vote at their Jan. 13 meeting on the alternative that has now been proposed, the Policy for Administrative Authority to Change Budgets.

Under the present Policy for the Scope and Level of Administrative Authority for Changes in Budget Appropriations unanticipated expenditures of less than \$100,000 need be reported only once a year to Governing Council. The new policy would require that all amounts be reported for the information of the Business Affairs Committee at its monthly meetings, immediately following administrative approval. A summary report would be made annually so that the committee could consider recommending adjustments to the budgeting process.

Authority to increase or decrease budget appropriations would not change. The new policy stipulates, however, that the authority to increase appropriations offset by general additional income be subject to the recognition that the primary purpose of such income is to fund the supplementary budget, which should specify as fully as possible the areas of desirable expenditure.

Leyerle likely head of CAGS next year

John Leyerle, dean of the School of Graduate Studies, has been named vice-president of the Canadian Association of Graduate Schools (CAGS) for this academic year. If, as is customary, the vice-president becomes president next year, it will be the first time that a graduate dean from the University of Toronto has headed the organization.

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ment to accept additional responsibilities and matters will be much worse if this year's salary settlements fail once again to reflect cost of living increases, Mettrick concluded.

Two other science department chairmen — Geoffrey Norris of geology and Thomas Hutchinson of botany — strongly endorsed Mettrick's views and elaborated on several of his criticisms.

"Something is dreadfully wrong in payroll and personnel," said Norris. "They've got us all tied up in little knots. It seems to take them a year to accomplish what we could do in a month.

"As for physical plant, I realize they have their problems, but if they don't have sufficient funds to keep the place running properly, why not close them down and divvy up their budget amongst the divisions? As it is, they're insisting the extermination of our cockroaches, silverfish, and mice should go on the geology budget, not on physical plant's."

Hutchinson said physical plant had been "in a state of anarchy for the past six

years" while the botany building was "frankly falling apart". He attributed "bitterness" about personnel, payroll and ORA to a widespread perception that they "seem bent on empire building and obstruction.

"They've lost all sight of their original purpose. They now clearly feel their major mandate is to get the academic staff to serve them."

Poor morale is seeping through to the graduate students, who can't help but be aware of erosion in the University, he said, especially since those students must regularly be turfed out of the labs to make room for undergraduate classes.

"We're frankly bleeding to death in the lab sciences, with ever increasing chunks of our research grants being siphoned off to help finance basic operations."

Professor D.J. Rowe reported the physics department, where he is associate chairman, to be "alive and functioning well" but warned that the situation is on the verge of altering.

"The successful lobbying efforts by the Caucus on Research which resulted in an increased budget for the Natural Sciences & Engineering Research Council (NSERC) are reflected in a major strategic grant in optics. Our archeometry program is thriving with the new spectrometer.

"We've set up a company that's chalked up \$2 million worth of laser sales and we've convinced industry to accept some of our geophysics graduate students as consultants.

"But our research grants are being taxed more and more to provide backup services. Up to now, we've been surviving, but we're gradually hitting rock bottom."

Douglas Tigert, dean of the Faculty of Management Studies, suggested that the average grant application probably only asks for half what is needed to cover supplies and telephone.

Norris countered that telephone rental is expressly forbidden from inclusion in grant applications. Nevertheless, he said, it's absolutely essential to "hit grantees for it" or the department would go broke because 98 percent of its budget is tied up in salaries.

Civil engineering department chairman G.W.R. Heinke said having that percentage of a budget tied up in salaries was ridiculous. He suggested that Norris's predecessor, David Strangway (now vice-president and provost) should have announced four years ago the geology department could not take a cut without permission to lay off tenured staff for fiscal reasons.

Electrical engineering professor H.W. Smith said that while his department hadn't actually shrunk over the past 10 years, the number of tenure stream appointments had fallen off and the increased number of contractually limited term appointments was having "a pernicious effect" on graduate students.

Classics department chairman J.N. Grant said 40 percent of his faculty — comprising half the current graduate faculty in classics — will have retired in 10 years. Without some new appointments very soon, he warned, the department would rapidly slip from its position as one of the top two or three in North America.

To help subsidize struggling arts and science departments, Dean Tigert proposed differential tuition fees, with students paying a premium for high-demand professional programs where one-in-10 applicants is accepted.

"We've broken the log jam on tuition in the business faculty by introducing an executive MBA program with a fee of \$9,300 to be paid by each student's corporate sponsor.

"Attracting the critical mass of students needed for us to break even should only take three or four years. Meanwhile, our losses are being underwritten through the Ontario government's BILD scheme."

Saying he couldn't understand the doom and gloom in the room, Tigert urged his colleagues to emulate his own initiatives in hustling private funding and contracts.

Ralph Garber, dean of the Faculty of Social Work, argued that, while Tigert's solutions might apply very specifically to management studies, applying them to the University as a whole would be dangerous and regressive.

The differential tuition proposal, said Garber, raised the question of access. Would poor people end up choosing the "poor" programs while the rich headed into the "rich" ones, he asked?

Professor Eugene Vayda, chairman of health administration, said his department regularly bids on and is awarded contracts but, he added, this has had a major steering effect on "privatizing" the department and makes both long-term recruitment of faculty and long-term program planning very difficult.

Italian department chairman S.B. Chandler provoked laughter with his observation that, though his department isn't in a good position to take on contracts, he's often wished he could take some out. But of course, he said, there isn't the money. Nor, he added, will there be enough money for teaching assistants if his budget is cut further and that would mean withdrawing graduate courses as more and more teaching staff must be re-assigned to work with undergraduates.

Ian Burton, director of the Institute for Environmental Studies, criticized SGS and its council for not playing a more decisive part in offsetting the effects of underfunding. For example, he said, the school failed to move sufficiently promptly on its proposed McLuhan program in culture and technology to take advantage of private funds from an Ottawa-based group interested in honouring McLuhan by supporting ongoing research in his field.

The Canadian Centre for Toxicology (to be set up jointly with the University of Guelph) is a laudable initiative, said Burton, but there were unconscionable delays in getting approval for it at U of T and now it's going to have a separate board of governors, as is the Canadian Institute for Advanced Research. Yet both should be an integral part of the graduate school's research program, he said.

Though the draft plan for SGS argues strongly for excision and predicts little or no likelihood of any new centres or institutes, said Burton, the creation of a hydrogen institute was announced recently, without any discussion at SGS council and without even the dean's awareness that such an initiative was emerging.

Hutchinson agreed that the University had almost destroyed the toxicology scheme by sitting on it for several months after Guelph had dispatched its responsibilities.

"The University should be making some effective political moves, particularly now when the newspapers indicate there's a groundswell of public opinion convinced of the importance of universities. But from my office, there's no indication that this institution has any clear sense of direction."

Chemistry professor J.E. Dove suggested that one reason a crisis is perceived is that Simcoe Hall is understaffed. The President and provost are loaded down beyond all reason, he said.

That view was shared by Heinke, who said the vice-presidents are so over-worked and so busy running from meeting to meeting that they can't address some of the serious problems facing the University.

President Ham said he could understand the current lack of confidence in "the Kremlin", admitting that "the merely urgent had been replacing the significant". In an effort to be collegial, he said, the central administration had been devoting an incredible amount of time to its relationship with the faculty association.

"We have a real communication problem and I accept the suggestions that the President hasn't given direction. There is a mood of discouragement and I realize it's very strong; sometimes it even extends to the President's office. But are we all in such a mood of despair that our immense intellectual vitality is threatened?"

President Ham urged anyone with questions or complaints about administrative services to talk to Business Affairs Vice-President Alexander Pathy. He also announced that Vice-Presidents David Strangway and David Nowlan are preparing two significant documents which should help clear up some of the existing uncertainty and misunderstanding.

One is a review of all the University's financial resources, which will be made public and kept up to date. The other is a presidential/provostial perspective on how the University can be made "an intellectually leaner place through the elimination of some of its academic diversity.

"We're fighting for the quality of what we have which means that what we're doing does not posit an unattractive future."

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Agoraphobia — fear of the outside world —

is being treated successfully with biofeedback

by Judith Knelman

Researchers at Sunnybrook Medical Centre have been using biofeedback techniques to reduce the suffering of agoraphobics who do not respond to the conventional treatment, behaviour therapy.

Three-quarters of the patients that behaviour consultant Martyn Thomas and psychiatrist Morton Rapp have treated for agoraphobia, a fear of the outside world, have been able eventually to confront situations that once were too terrifying to contemplate. When specific goals have been set they've managed little by little to obtain such improvements as sitting through a short movie or managing a 20-minute shopping visit to a supermarket.

But desensitization didn't work on the other agoraphobics, some afflicted so severely that they were not only afraid of going out but also of staying at home by themselves. "Our feeling was that the other patients didn't respond to desensitization procedures because they simply were not relaxed enough to start with and they seemed unable to acquire any kind of relaxation skill," says Dr. Thomas. So he and Dr. Rapp began to use biofeedback to encourage relaxation by showing it develop. But it did much more: in time, it desensitized the agoraphobics to their body's responses to fear.

Agoraphobics have colder hands and tenser muscles even when they are at rest. In a panic attack heartbeat and respiration speed up and hands grow colder and muscles tenser. But when signals of bodily tension picked up by electrodes attached to patients' foreheads were translated into computer printouts so that internal cues became externalized, agoraphobics were able to lower their level of tension. More important, says Thomas, they were able to lower their fear of losing control.

The initial fear of an agoraphobic comes from being left alone to cope, usually in a crowded place with limited access to the outside. Shopping malls, theatres and supermarkets are particularly frightening, but even a walk on a residential street or a day alone at home can trigger a panic attack in advanced agoraphobia. As the attacks increase in duration and frequency the patient becomes aware of the bodily symptoms that announce them and afraid that they won't abate. With the secondary fear that the wave of panic might result in a total loss of control comes a restriction of activities. People don't want to be away from home if something catastrophic happens to them. Some won't stay home if they have to be alone.

All of us experience panic attacks at times during our lives, says Thomas, and they're to be expected in certain situations. For most of us a little bit of tension or stress can be a good motivator. But we instinctively control our level of stress by ignoring situations that might prove fearful if they weren't so regular. Once we become used to them we know that nothing will come of them.

Agoraphobics have to relearn that. About six people in every thousand suffer acute panic attacks from being alone in public places, especially places that are hard to get out of quickly, like movie theatres or shopping malls. Some desensitize themselves, forcing themselves to go to work every day, for example. Others need the structure and encouragement of the behaviour therapy setting before they have the strength to confront the situation that causes them anxiety and repeat the exposure until it causes less anxiety.

Eight of nine agoraphobics given biofeedback at Sunnybrook to help them learn to relax got so used to their bodily cues once they were externalized in the feedback process that they were able to ignore them in anxiety-provoking situations. Average duration of treatment with biofeedback and then behaviour therapy was between six months and a year.

When the agoraphobics first come for treatment, says Thomas, their activities have been severely restricted so they won't have to be away from a place of safety. They've come because it's obvious the affliction is debilitating. Usually the hospital visit is such an ordeal that a spouse or close friend has to come along to provide support. Treatment is hard work, he says, and a patient who doesn't work hard won't get better. Even those who do are not thoroughly cured, but they are able to function with only sporadic episodes of anxiety.

Thomas cites the case of a woman he calls Mrs. X, who came for her first treatment at the age of 24. Though most cases of agoraphobia don't surface until the sufferer is at least 20, this woman had been having panic attacks since the age of 14. She was married and lived in a house, but while her husband was at work she had to stay at her mother's house. "He'd pick her up at the end of the day, and if he went out at night he took her to her



SUNNYBROOK MEDICAL CENTRE

Behaviour therapist Martyn Thomas with computer printout indicating patient's progress in relaxation training.

mother's again," says Thomas. This routine had been going on for more than a year.

Behaviour therapy produced only partial success, so biofeedback was begun. Mrs. X began to practise going out from her mother's house on short walks, gradually lengthening the walks. In the evening she had her husband leave the house for short periods starting with a drive around the block. Now she is able to be left alone all day. She had 86 weeks of treatment, 26 on biofeedback. She learned to drive, got her driver's licence and had a baby.

Mrs. Y was a more typical case in that she had been suffering panic attacks since the age of 26. She was married and had two children but was unable to stay alone at home. Fortunately that didn't matter, since she worked with her husband in the

family business. But someone always had to be with her in the store.

After 29 weeks with biofeedback and nine in straight behaviour training, Mrs. Y had sufficient confidence to get a driver's licence and go on shopping trips in the car. She was able to manage comfortably alone both at home and at the store.

Of the nine agoraphobics treated with biofeedback, eight were women. Rapp says most known agoraphobics are women, but that may be because male agoraphobics carry on in the outside world by "tunnelling" or desensitizing themselves or by sedating themselves with alcohol. It is also possible, he says, that agoraphobic anxieties are genetically transmitted rather than environment-caused.



SUNNYBROOK MEDICAL CENTRE

Behaviour therapy nurse Eleanor Reyes checks electrodes which monitor skeletal tension.

Entrance exam requirement approved by general committee of arts and science

The General Committee of the Faculty of Arts & Science has approved the first of a set of recommendations on entrance testing produced by a working group under Principal Dennis Duffy of Innis College. If approved by Governing Council, students applying to the faculty will have to write entrance exams beginning in 1985. The remaining recommendations, which deal with the nature of the tests, costs to applicants and weighting of the marks with grade 13 results, will come before the committee at its next meeting, Jan. 4.

A lengthy period of discussion preceded the vote, which took place just

before 6 p.m., the customary time for adjournment. There was an exceptionally large turnout at the meeting, said W.D. Foulds, assistant dean and secretary. Concern was voiced by students over the possibility of unfairness to applicants who had not been properly prepared and by faculty who are reluctant to endorse a test they have not seen. Duffy's group has recommended an American set of tests, the College Entrance Examination Board, supplemented by a specially designed test in Canadian history.

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U of T history expected in '84



The chemistry laboratory and King's College, 1850.

The long-awaited history of the University of Toronto to 1972 should be available early in 1984.

Its authors, Professor Robin Harris, University Historian, and Professor G.M. Craig of the Department of History, have told President James Ham they expect to have the manuscript ready for the printer by the fall of 1983. Prof. Craig is working on the first volume, which covers the period from the establishment of King's College in 1843 to the University of Toronto Act of 1906. Prof. Harris continues the history in volume two to 1972, when the unicameral system of government began at U of T.

Craig is the author of a book on 19th century Ontario, *Upper Canada: The Formative Years 1784 to 1841*. He says his history will reach back into the 18th century. "The charter of King's College was granted in 1827, but John Graves Simcoe was talking about a university for Upper Canada in the 1790s."

Harris, who wrote *A History of Higher Education in Canada: 1663 to 1960*, was the first principal of Innis College and the first professor of higher education in Canada.

The history was originally conceived as a project to mark the University's Sesquicentennial year in 1977. It was to be a single volume devoted for the most part to the period since 1906. When it became apparent that the earlier period needed reinterpretation in a volume of its own, the project was expanded and the preparation time lengthened.

Once Craig retires this summer he expects to devote his full time to the history. From Jan. 1, 1982 Harris will have the assistance of a research associate, Gwendoline Pilkington, who will be his co-author. She is currently completing a book on the history of the Association of Universities & Colleges of Canada.

SSHRC

Continued from Page 2

stances suggest that master's degree students in Canadian studies, who would be enthusiastically supported while others had to find their own funds to study in non-Canadian areas, would have to spend two years and produce a thesis. At many universities including U of T the normal length of a master's program is one year, and most students do not choose to do a thesis.

In a letter to historians across the country, John Kendle, president of the Canadian Historical Association, urges that members write their MPs and members of the Social Development Committee to protest "short-sighted policies which will serve only to make Canada a narrower and more parochial society." He warns that the plan to emphasize post-graduate training in Canadian studies would exclude non-Canadianists from university faculties by the 1990s.

Members of the Department of History at U of T have sent a letter of protest urging members of the Cabinet to reflect carefully on the long-term implications of SSHRC's proposal. The result, they say, would be "widespread ignorance of anything beyond our borders".

The possibility that redirection of research priorities will cut off support from large-scale, long-term projects also has U of T scholars worried. The Records of Early English Drama (REED), for example, has been given a cut-off date of

1986, five years short of the original projection. "By 1986 the research will be 80 percent done, but only half the volumes will have been published," says Alexandra Johnston, who initiated the project.

Tom Clark, director of the Office of Research Administration, says long-term projects supported by SSHRC are now being renewed only subject to a commitment of 20 percent from the sponsoring university. "The council is trying to force us to increase our share in the middle," he says. "That's what we find objectionable." The University already contributes in the form of space and administrative costs, but additional support in salaries is being asked for now. "They say we can take it or leave it, but if we take it we pay 20 percent of the direct visible cost of the whole project."

Clark says he regards the new policy as an attempt to "shaft" the University of Toronto, which houses most of the country's negotiated grant projects, including REED, John Stuart Mill, the *Dictionary of Canadian Biography*, the *Historical Atlas of Canada*, the *Dictionary of Old English*, Erasmus, Royal Inscriptions of Mesopotamia and Zola. "If only Toronto screams, it's easier to get away with politically," he says.

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Student depression

It hits about 15 % of the student population, but few seek professional help

by Judith Knelman

Half the students suffering from depression on the St. George campus receive no formal help for their problem, and only a small proportion use the psychiatric clinic of the University Health Service, according to research by a therapist there.

"We're busy here, but we're not beginning to touch the needs of depressed students on this campus," says social worker Mary Kay Lowy, who with statistician William Lancee of the Clarke Institute of Psychiatry and psychiatrist Stanley Freeman of the Institute of Medical Science did a study on the help-seeking behaviour of depressed students last year. Their research was funded by the Physicians' Services Incorporated Foundation.

In a population of 40,000 — roughly the number of full-time and part-time graduate and undergraduate students on the St. George campus — Lowy estimates about 6,000 could be considered clinically depressed. Yet last year only about 400 depressed students sought help from health service therapists. "Not all depressed students need treatment," she says, "but there must be at least another 1,000 who could use it." The health service, financed by OHIP and student fees, is free to users. Its purpose is to serve students, but U of T staff also go there, generally for consultation rather than ongoing treatment.

Of those students who seek psychiatric treatment at the health service, some need only one or two appointments, many continue for up to six sessions and some go for a year or longer. As well as providing individual appointments the clinic runs group therapy sessions through the academic year.

Risk factors to be considered in cases of student depression include a tendency to fail courses or drop out of university altogether, development of unsatisfactory social and sexual relationships and maladaptive psychological defences that can lead to suicide.

With a view to increasing the numbers of students who seek treatment for depression Lowy attempted to find out what differentiates those who get help from those who try to manage on their own. She matched a group of 256 clients of her clinic to a sample group from the student population and found 17 percent of the general group manifesting signs of clinically significant depression. In a

population that takes in all age groups the prevalence of depression ranges from 10 to 20 percent, she says, but young adults are at the high end. Graduate students, often living away from home and subject to greater pressure than undergraduates, are particularly in need of help.

Measurement was done by means of the Beck Depression Inventory, which determines the level of depression in terms of the number and intensity of depressive symptoms. These include loss of appetite and sex drive, hopelessness about the future, a feeling of guilt or unworthiness, tiredness, indecisiveness and a tendency to be unusually irritable and distracted.

Over half the depressed students in the sample of the general student population were receiving no formal help, and nearly a third had no one with whom personal difficulties could be discussed regularly. Three-quarters of the depressed non-users of the psychiatric clinic at the health service were unaware of its existence. To the others, Lowy assumes, use of a psychiatric facility carries a stigma.

Those who found their way to the clinic tended to be more depressed than those who did not. In cases of severe depression, students turned to the psychiatric service whether or not they had a friend or relative to talk to, leading the investigators to conclude that a confidant can help only up to a point.

Once students get to the health service, they very quickly realize that the act of seeking psychiatric help is quite socially acceptable, Lowy says. Within the graduate student culture psychotherapy is looked on as a sophisticated rather than a shameful solution, and consequently graduate students as a group are more likely than undergraduates to seek help. In general, students living on their own, with a limited knowledge of resources outside the campus, use the psychiatric service more than those who live with their families. Those with a history of mental illness in the family didn't hesitate to get treatment since they were alert to the significance of their symptoms and desensitized to the stigma.

"Many who came to the clinic were sent by student advisers and family doctors, but Lowy would like to see more awareness among doctors and University personnel of symptoms, risk factors and resources. "Early treatment is effective," she says, "and we want the community to be aware of this."

U of T Radio applies for AM licence

By next spring, as many as 300,000 Rogers Cable subscribers could be tuning in to a new radio station — one that reflects the interests and expertise of U of T students, faculty and staff.

Though the University has never had a licensed broadcast facility, it does have a radio station (UTR) whose programs are "narrowcast" — piped through a closed circuit system to eight locations.

Now UTR is applying to the Canadian Radio-Television and Telecommunications Commission (CRTC) for an AM carrier current licence that would allow the station's signal to be picked up within 50 to 150 feet of St. George campus buildings whose plumbing and wiring systems would serve as a transmitter.

On the Erindale College campus, CFRE Radio Erindale, after broadcasting closed-circuit for 11 years at the college, has received a cable FM licence. This was made possible by an arrangement with the Maclean-Hunter cable company whereby the company would acquire the licence, purchase some of the hardware, look after distribution of the signal, and CFRE would broadcast its signal to subscribers to Maclean-Hunter cable in Etobicoke, Parkdale, Streetsville and Malton.

The music program will expand to include interviews and discussions with members of the faculty and the community. Jan. 4, the first day of classes next term, is the scheduled date for broadcasting on 91.9 FM.

The UTR licence application could be considered during the CRTC's Feb. 9 hearing in Toronto, and the licence granted within a month. Then, by mid-March or early April, UTR programs could be heard on Rogers FM Cable.

To date, the Rogers Cable Company has refused to carry the University's signal because, as long as UTR was unlicensed, Rogers would have had to take responsibility for the station's programming. If UTR is licensed, however, Rogers would be required by law to bump an American FM station in order to make room for the new Canadian one.

But first, a student referendum would have to be held to approve UTR's separation from the Students' Administrative Council (SAC) and to grant the station a

direct undergraduate fee levy. The change is made necessary by a CRTC regulation that an application for an AM carrier current licence cannot be filed on behalf of an organization whose governing board is not made up entirely of Canadian citizens. SAC currently has a non-Canadian member and could do so again in the future since SAC's incorporation bylaw does not prohibit such a situation.

Meanwhile, UTR's application has been filed by station manager John Boudreau on behalf of an independent non-profit corporation that has yet to be established. An incorporation bylaw is scheduled to go before the Committee on Campus & Community Affairs in the New Year after which a board of governors would have to be elected at large. Proposed board membership is three undergraduates, two graduate students, two faculty members, one administrative staff member, one radio station member and, as chairman, the station manager.

In its promise of performance to the CRTC, UTR says all members of the University community may volunteer for training in any and all aspects of radio broadcasting, and the station's facilities will be made available for this purpose.

The station has a record library of 10,000 albums along with complete access to the Faculty of Music's library of 20,000 albums as well as to reference material there and Boudreau says UTR programmers will be encouraged to use such materials "to present themselves in a thoughtful and intelligent manner."

"Their spoken introductions and their choice of music must be carefully prepared and must express some thought or idea, not just be haphazardly presented."

The day could even come, he says, when professors would be willing to accept a one-hour documentary from a student instead of a traditional term paper — providing UTR with programming while the student would be investing time in material that could be academically judged.

SAC organizes student work force

The Students' Administrative Council has embarked upon a project aimed at providing students with part-time jobs and the University with an organized low-cost student labour force to ease part-time staffing problems in some areas of University operations.

Launched during the last week of October, the Student Work Force (SWF) has established a pool of 80 students who will be trained by SWF to work at any campus event.

Peter Budd, coordinator of SWF, told the *Bulletin* that "the emphasis is on flexibility". He encourages the students to take part in a varying range of University functions. "It's to their benefit, as well as ours, to be flexible and expert in many areas."

Budd, a fourth year U of T student and a veteran organizer of campus activities, personally prepares the student labour force to supply staffing for concerts, faculty banquets, pubs, athletic events and Convocations. The 80 students presently listed with SWF are ready to provide their services as ticket-takers, waiters, ushers, bartenders and crowd-controllers. SWF is planning to increase its coverage to accommodate more facets of the University's labour needs, from poster distribution to clerical duties.

The cost to the employer is \$3.75 an hour. A 10 percent surcharge covers a

four percent vacation pay for the employee and a six percent implementation cost for SWF. In addition, SWF invoices the employer directly and handles pay-rolling for the employee. This eliminates the need for extra bookkeeping on the employer's part. Budd wants SWF to provide a complete and handy package for many of the part-time staffing requirements of a large and active University.

"The advantages for both sides are evident," Budd explains. The students in the force are gaining job experience and earning practical part-time dollars. The University is gaining an accessible group of organized employees whose purpose is to effect the efficient operation of University events.

Dec. 23 deadline for next *Bulletin*

The next issue of the *Bulletin* will be published on Monday, January 11. Deadline for receipt of material for this issue is mid-day, *Wednesday, December 23.*

Hart House Gallery Club

Come and join us in the **Gallery Club** the next time you are staying on campus in the evening. We offer convenience, reasonable prices and friendly service in quiet, comfortable surroundings.

Bar service	4:30 - 8:00 p.m.
Dinner served	5:30 - 7:30 p.m.

Need a private room for a dinner meeting?
The **Small Gallery Dining Room** may be reserved for groups of 6-10 at no additional charge.
Call 978-2445 for information or reservations.

Research News

Mead Johnson Research Award — Human Nutrition

An award of \$25,000 has been made available through the Program in Human Nutrition by Mead Johnson Canada. Three priorities have been established for the award:

- start-up funds for new staff members who are likely to continue research activities in the field of human nutrition;
- seed funding for the development of research projects with innovative objectives in the area of human nutrition;
- seed funding for the development of collaborative research relating to human nutrition.

Applications are due in the Program in Human Nutrition office, 92 College Street, by *January 15*. No special forms are required; letter applications should include statements of objectives, rationale, methodology, a budget and an up-to-date curriculum vitae of the principal investigator(s).

Imperial Oil Ltd. University Research Grants

Research grants are available in areas of interest to the petroleum, petrochemical

and energy industries, which include the fields of environmental, earth, engineering and chemical sciences. The grants may also support research in the social sciences pertaining to relationships between the above industries and their employees, customers, and the business and social environment in which they operate.

Individual grants are available up to a maximum of \$8,000 for a period of one year. Grants may be renewed annually for a maximum tenure of three years. The deadline date for submission to the agency is *January 15*. Further information and application guidelines and forms may be obtained from ORA at 978-2163.

Upcoming Deadlines

Ontario Ministry of Environment, air resources grants: *January 31*

Muscular Dystrophy Association, summer student (undergraduate) fellowships: *January 30*.

Ontario Mental Health Foundation, research studentships (eligibility restricted to students registered in appropriate doctoral programs): *January 15*.

Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Margaret Graham, 978-5468; (3) Jack Johnston, 978-4419; (4) Ann Sarsfield, 978-2112; (5) Barbara Marshall, 978-4834; (6) Steve Dyce, 978-4518; (7) Beverley Chennell, 978-8749.

Clerk III

(\$12,170 — 14,320 — 16,470)
Central Services, Medicine (6)

Secretary I

(\$12,170 — 14,320 — 16,470)
Royal Conservatory of Music (1), Pathology (6), Graduate Studies (2), St. Michael's College (1), Occupational Health Unit (5)

Research Accounting Clerk

(\$13,390 — 15,750 — 18,110)
Comptroller's Office (2)

Secretary II

(\$13,390 — 15,750 — 18,110)
Dean's Office, Medicine (6), Surgery (6), Career Counselling & Placement Centre (6), Pathology, two positions (6), Comptroller's Office (2), Occupational Health Unit (5)

Secretary III

(\$14,900 — 17,530 — 20,160)
Banting & Best Diabetes Research Centre (5), Speech Pathology (6)

Laboratory Technician II

(\$14,900 — 17,530 — 20,160)
Biochemistry (5), Surgery (6), Histology (5), Forestry (3)

Laboratory Technician III

(\$16,460 — 19,370 — 22,280)
Dentistry (1), Biochemistry (5), Medicine (5)

Engineering Technologist I

(\$14,140 — 16,640 — 19,140)
Physics (1)

Engineering Technologist C

(\$18,647 — 21,444, Union)
Library Automation Systems (3)

Engineering Technologist IV

(\$23,740 — 27,930 — 32,120)
Central Services, Medicine (4)

Programmer B

(\$15,849 — 19,345, Union)
Library Automation Systems, five positions (3)

Programmer C

(\$18,646 — 21,443, Union)
Library Automation Systems (3)

Programmer D

(\$20,670 — 23,807, Union)
Library Automation Systems (3)

Programmer II

(\$18,270 — 21,490 — 24,710)
Student Record Services (3)

Programmer III

(\$22,520 — 26,490 — 30,460)
Zoology (1), Computing Services (3), Student Record Services (3), Business Information Systems (3), Physical Plant (4)

Programmer IV

(\$27,750 — 32,650 — 37,550)
Student Record Services (3)

Computer Operator I

(\$12,170 — 14,320 — 16,470)
Computing Services (3)

Computer Operator II

(\$16,849 — 19,346, Union)
Library Automation Systems, six positions (3)

Administrative Assistant I

(\$14,900 — 17,530 — 20,160)
Laboratory Animal Science (6)

Administrative Assistant III

(\$23,740 — 27,930 — 32,120)
Dean's Office, Medicine (6)

T.V. Maintenance Technician II

(\$17,400 — 20,470 — 23,540)
Media Centre (6)

Accountant III

(\$17,400 — 20,470 — 23,540)
Comptroller's Office (2)

Professional Engineering Officer I

(\$20,260 — 23,840 — 27,420)
Mechanical Engineering (5)

Engineering Officer III

(\$29,330 — 32,500 — 39,670)
Computing Services (3)

Accountant V

(\$26,360 — 31,010 — 35,660)
Central Services, Medicine (4)

Business Supervisor

(\$29,330 — 34,500 — 39,670)
Computing Services (3)

University Ombudsman

(\$32,190 — 40,240 — 48,290)
(1)

Chief Financial Officer

(\$34,760 — 43,450 — 52,140)
Library Automation Systems (7)

PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

Thursday, January 7

Geovane Cayres Magalhaes, Department of Computer Science, "Improving the Performance of Data Base Systems." Prof. C.C. Gotlieb. Room 309, 63 St. George St., 3 p.m.

Friday, January 8

Marcel Arditi, Department of Medical Biophysics, "Annular Arrays in Medical Ultrasound Imaging." Professor J.W. Hunt. Room 301, 65 St. George St., 9 a.m.

Heather MacDougall, Department of History, "Health is Wealth: The Development of Public Health Activity in Toronto, 1832-1900." Professor J.M.S. Careless. Room 111, 63 St. George St., 10 a.m.

Andrew Mar, Department of Chemistry, "Aryl Ketone Photochemistry and the Configuration of Hydrocarbon Chains." Prof. M.A. Winnik, Room 309, 63 St. George St. 10 a.m.

Thursday, January 14

James Copland, Department of English, "The Influence of Old Testament Versification on English Poetry after 1750." Prof. J. Macpherson. Room 111, 63 St. George St., 2 p.m.

Kurt John Pritzl, Department of Philosophy, "The Unity of Knower and Known in Aristotle's *De Anima*." Prof. J.J. Owens. Room 309, 63 St. George St., 2 p.m.

Friday, January 15

Gerald William Kutney, Department of Chemistry, "Synthetic Approaches to Thiosulfines and Cyclic Polysulfides." Prof. I.W.J. Still. Room 309, 63 St. George St., 10 a.m.

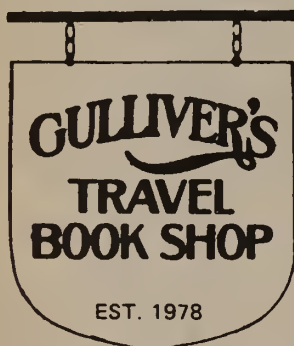
Wasylyna Oksana Tamara Baczynsky, Department of Zoology, "The Effects of Delta⁹-Tetrahydrocannabinol, Cannabinol and Cannabidiol on the Immune System of *Mus Musculus*: An *In Vivo* and *In Vitro* Study." Prof. A.M. Zimmerman. Room 309, 63 St. George St., 2 p.m.

Marjorie Stone, Department of English, "Charles Dickens and the Discrimination of Fictions: Fictions of Art, Fictions of Law, and the 'Extraordinary Fictions' of Everyday Life." Prof. J.M. Robson. Room 111, 63 St. George St., 3.15 p.m.

It's not too late to give to United Way

Co-chairmen Dean Phyllis Jones and Principal Dennis Duffy report that donations to U of T's United Way Campaign now total nearly \$160,000. This amount does not include donations from the Faculty of Medicine, which has not yet reported, and some departments in the Faculty of Arts & Science. If these two faculties maintain last year's pace, total receipts will be about \$200,000 — a modest increase over 1980.

All members of the University community are urged to contribute. If you want a 1981 tax receipt, make your donation before *December 24*. Gifts will be gratefully received at any time in the New Year at Alumni Affairs (978-2367 or 978-2365).



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Events

Lectures

Thursday, January 7
A History of Three Natures of Layering.
 Alison Smithson, architect, England.
 Auditorium, Medical Sciences Building.
 8.15 p.m.
 (Architecture & Landscape Architecture, Toronto Masonry Promotion Fund and Ontario Association of Architects)

Monday, January 11
The Court as Reformer: Litigation and Structural Change in Contemporary America.
 Prof. David Rothman, Columbia University. Moot Court, Faculty of Law.
 4 to 6 p.m.
 (Criminology)

Colloquia

Monday, December 21
Conformational Effects on Ring Closure.
 Prof. J.T. Edward, McGill University.
 428 Lash Miller Chemical Laboratories.
 3.30 p.m.

Thursday, January 7
The Study of Exotic Nuclei: How and Why.
 John Hardy, Chalk River Nuclear Laboratories. 102 McLennan Physical Laboratories. 4.10 p.m.
 (Physics)

Friday, January 8
The Multiphoton Spectroscopy of Saturated Amines.
 Prof. A. Halpern, Northeastern University. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

Conferences

Saturday, January 9
Organic and Polymer Photochemistry.
 Workshop. Papers:
 Photochemistry of Cyclobutanones. Prof. E. Lee Ruff, York University.
 Naphthonitrile-Alkene Exciplexes. Prof. J.J. McCullough, McMaster University.
 9, 10-Dibromoanthracene as a Probe of Triplet Energy Transfer Processes. Prof. A. Halpern, Northeastern University.
 The Use of Fluorescent Probes in the Study of Biomembranes. Prof. J.K. Reed, Department of Chemistry.
 The Photochemistry of Instant Colour Photography. C.D. DeBoer, Eastman-Kodak Corporation, Rochester.
 428 Lash Miller Chemical Laboratories.
 9 a.m. to 4 p.m. Information, 828-5228.

Monday, January 18
The Renaissance: Rediscovery and Exploration.
 Fourth annual symposium, University College. Jan. 18 to 22.
 Talks during the day and in the evening by U of T faculty members and guests, complemented by performance of the play *Ralph Roister Doister* by Nicholas Udall, concert by the Toronto Consort, poetry readings and films.
 Information and program, Alumni Office, University College, 978-8746.

Governing Council & Committees

Wednesday, January 6
Curriculum & Standards Subcommittee.
 Council Chamber, Simcoe Hall. 4 p.m.

Seminars

Wednesday, January 6
The Acute Inflammatory Reaction to *E. Coli* in the Rabbit: Quantitation and Kinetics.
 Margaret M. Kopaniak, graduate student, Department of Pathology; first in series of 15, Experimental and Human Pathology. 6205 Medical Sciences Building. 4 p.m.

Monday, January 11
In Defence of Tom Longboat: Racism in Canadian Sport.
 Prof. Bruce Kidd, School of Physical & Health Education. 330 Benson Building. 4 to 6 p.m.
 (P&HE)

Concerts

Thursday, January 7
Bob de Angelis Dixielanders.
 Jazz group. Dining room, third floor, Scarborough College. 12 noon.

Sunday, January 10
Chamber Music.
 Conductor John Barnum; second of five, Sunday Concert series, by students in ensemble program at Conservatory. Concert Hall, Royal Conservatory of Music. 8.15 p.m.
 Information, 978-3771.
Please note: concert postponed from November 22.

Exhibitions

Monday, January 4
Venice/Montreal.
Photographs of Quebec City.
 Galleries, Faculty of Architecture & Landscape Architecture, 230 College St., to Jan. 8.

Wednesday, January 6
The Florence Group.
 Figurative paintings. Art Gallery, Erindale College to Jan. 31. Opening reception Jan. 6 at 8 p.m., RSVP 828-5214.
 Gallery hours: Monday-Friday, 10 a.m. to 9 p.m.; Saturday-Sunday, 2 to 5 p.m.

Miscellany

Thursday, December 31
New Year's Eve at Hart House.
 Buffet, Harvey Silver Orchestra, jazz with the Cabbagetown Strutters, disco in Arbor Room.
 Tickets \$28 per person, \$22 per person in group of four, \$20 per person in group of eight. Tickets at hall porter's desk, Hart House.

Tuesday, January 12
Basketball.
 Blues vs Ryerson. Sports Gym. 8.15 p.m.
 Admission \$2, students \$1.
 Information, 978-3437.



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Registration for Winter Term programs

Location: Main Foyer, Athletic Centre
Dates: Wednesday, Jan. 6, Sports Courses;
 Thursday, Jan. 7, Aquatics and Dance Courses
Times: 4 p.m. to 7.15 p.m. both days.
 As of Jan. 8, Registration will be conducted between 11 a.m. and 2 p.m. Mon.-Fri. in the Main Lobby.
Note: A complete course schedule is available in the December and January issues of Coming Attractions — Take Two.
Free copies are in all major buildings.

Activities for Members' Children

The following activities have been scheduled for children of Athletic Centre members exclusively:

Children's Saturday Swim School **Parent and Tot Swim Course**
Basic Swim Course **Progressive I Swim Course**
Children's Dance Classes

Members' children are also invited to enrol in our Youth Development Programs.

Youth Development. Youth development programs in selected activities are organized for boys and girls from 5 to 18 years of age. The programs are based on solid physical preparation with a concern for and emphasis on that which is appropriate for participants.

Recreational Gymnastics
 January 9 - March 14; Fee \$55
Kindergym
 January 10 - March 14; Fee \$55
Pre-Competitive Gymnastics
 January 9 - March 18; Fee \$140
Competitive Gymnastics
 January 12 - March 18; Fee \$185
Adult Gymnastics (Age 18 and up)
 January 12 - March 18
 Fees \$50 for members,
 \$100 for non-members
Track and Field Winter Program
 January 19 - April 9
 Tuesdays 7 - 8:30 p.m. and
 Fridays 6 - 8 p.m. Fee \$75

Fitness

Personalized Fitness Assessment
 Experienced personnel using modern testing equipment will measure your Cardio-Vascular Fitness, Pulmonary Function, Anthropometry, Strength, and Flexibility. The Assessment also includes an exercise Electrocardiogram Analysis and Consultation. Fee only \$10 for non-student members.

Group Fitness Classes
 The Fitness Section offers unique, varied and interesting classes at convenient hours and at three levels — Basic, Intermediate and Advanced. Registration not required.

Fitness Participant Clinics
 • Eating, Nutrition and Stress: Monday, January 25, 7 - 10 p.m.
 • Caring for Your Body and Yourself (for women only): Friday, March 12, 6 - 10 p.m.

Strength Training Program
 All Athletic Centre members are welcome to train in the modern Nautilus and Universal machines, and other strength training apparatus, located in the Field House. Special clinics and instruction will be held during the term.

For information and Assessment reservations, contact the Fitness Office, Room 2038; phone 978-3084

Membership information

For Teaching Staff and Administrative Staff:
Joint Membership Plan (Athletic Centre, Hart House and Faculty Club) is available via Payroll Deductions. For full information, contact the U of T Payroll Dept., Benefits Administration, 978-2015.
Athletic Centre Membership Only — Fee is \$80 for 8 months. Contact the Athletic Centre Administration Office, 978-3437.
For U of T Alumni:
Joint Membership Plan (Athletic Centre and Hart House) — Fee is \$180 for 12 months. For full information, contact the Hart House Programme Office, 978-2447.

Recreation

Open Time
 Open court time set aside for pick-up games or individual use: Basketball, Volleyball and Soccer.

Jogging
 An indoor track is available in the Athletic Centre Field House (200 metre, 8 laps to a mile).

Recreational Swimming
 Indoor pools are available in the Athletic Centre: 25-yard pool, 72 lengths to 1 mile (Caps are required); 50 metre pool (64 lengths to 1 mile in half of 50 metre pool).

Schedules indicating locations are posted in the main foyer.

Clubs

Badminton Club	Judo Club	Synchronized Swimming Club
Boxing Club	Karate Club	White Water Club
Curling Club	Kendo Club	<i>New members welcome any time.</i>

Special Programs

Cross the Lake Swim: a great way to complete a 32 mile "swim" across Lake Ontario. Full details in the Recreation Office.

5 Kilometre Run: an indoor competition open to all members and levels of runners. Wednesday, March 17, 7:30 p.m.; Field House.

Squash Tournament: an open tournament with various levels of play.

March 12, 13, 14, 19, 20 & 21, Athletic Centre.

Senior Volleyball: recreational play for all members with referee supplied. Fridays 12 noon - 1 p.m.

Racquets Partner Board: put your name on and/or read the board to discover new partners willing to play at your level and available times.

Co-ed Activities Program

Co-ed Activities	Meeting & Entry Deadline	Schedule Begins
Badminton	Wed. Feb. 24, 5 p.m., Board Room	Fri. Feb. 26
Superstars	Mon. March 8, 5 p.m., Room 2007	Tues. March 9

Further information available at the Recreation Office, off main foyer of the Athletic Centre, phone 978-3082.

Letters

'I don't want more money if it means restructuring my colleague out of a job'

In their preoccupation with binding arbitration, UTFA and the University community at large appear to be overlooking an even more fundamental issue raised by the report of Governing Council's Advisory Committee. The committee accepts as a premise that faculty salaries have been seriously "eroded" over recent years. To end this erosion (and also the deterioration of our University environment), the committee recommends a program of "restructuring". This restructuring, already intimated in the budget guidelines for 1982-83, is to be no mere reshuffle. It means — or may mean — "cut and trim", "hard decisions", "excisions", "extreme compression of functions", "voluntary career changes". The essence of the strategy is put in Mr. Cork's explanatory letter to the *Bulletin* (Dec. 7): "The institution must get smaller while enrolment is more or less maintained." The major expenditures of the University are on salaries (mostly academic), its major income is from BIUs. Thus, fewer professors teaching the same number of students equals more money for the University fabric and for the professors — those that remain. The logic is hard to fault.

What should one respond? First, at the public level, that it would be a tragedy if a major restructuring of the University were to be undertaken on other than academic premises and to meet other than academic goals. The decisions to cut or to

add, to expand or to contract, should be made in order to enhance the teaching and research of the University and for no other reason — except perhaps in the sort of extreme emergency from which we are, mercifully, still some distance away. It is significant — and saddening — that Mr. Cork mentions as the committees of Governing Council which will engineer the restructuring only Planning & Resources and Business Affairs. One might hope that Academic Affairs might have something to say of a new framework within which the University's teaching and research is to be carried out.

A second reaction is a more personal one. Though I would like more money (who wouldn't?), and feel that I'm worth it (who doesn't?), I do not want it if it means "restructuring" my colleague out of a job. I would hope that he or she might have the same view about restructuring me out of mine, though the letter in the *Bulletin* (Dec. 7) from a quartet of chairmen endorsing the reduction of staff, "in a humane and sensible way" of course, suggests that I may be too sanguine. I would not, then, thank my association for pressing for salary settlements so high as to necessitate such restructuring, nor would I thank my employer for offering them.

Roger Beck
Erindale College and
Department of Classics

UTFA information on economic increase for admin. staff is 'incorrect'

I would appreciate if the following letter sent to the president of the University of Toronto Faculty Association could be published in the Bulletin.

Dear Professor Dyck:

I am writing concerning the information on the 1981-82 economic salary increases published recently by UTFA. The staff association is concerned that some of the information is incorrect, and may lead to the assumption that a large number of our members have, in fact, received healthy economic increases during the past year when this is not the case.

Your literature claims that clerical, secretarial and some administrative employees received an increase of 19.1 percent. We assume this figure is derived from the July, 1981 economic increase of 9.1 percent and the market range adjustment which was made in April, 1981. While it is true that the salary ranges were at that time increased by 10 percent, the employees in those occupational groups

were awarded increases ranging from 0-10 percent. I need hardly mention that few received 10 percent; the average increase was, we believe, approximately six percent.

The market range increases were awarded on the basis of merit, and should therefore not be viewed as economic increases. In quoting percentages for other groups, you make no mention of merit increases or progress through the ranks, and we therefore feel that, in the interests of consistency and fairness, the economic increase received by all non-unionized administrative staff should be shown as 9.1 percent.

We hope you will take appropriate steps to ensure that your members are made aware of the true situation.

Karel Swift
President
University of Toronto Staff Association

Governing Council election 1982

Nominations will open Jan. 11 and will remain open until noon, January 22 for the following positions: 4 full-time undergraduate student seats; 2 part-time undergraduate student seats; 2 graduate student seats; 4 teaching staff seats; 1 administrative staff seat.

Vested in the Governing Council are the management and control of the University and of University College and the property, revenues, business and affairs thereof.

Details of constituencies and electoral procedures will be published in the *Bulletin* on Jan. 11. Nomination forms will be available upon request on Jan. 11 and thereafter, from the Governing Council Secretariat, room 106, Simcoe Hall, or at the registrars' offices at Scarborough and Erindale Colleges. Enquiries may be directed to the Governing Council Secretariat at 978-6576.

Search committee for director of Canadian Centre for Toxicology

President James Ham and President Donald Forster, University of Guelph, have approved the following search committee for the director of the Canadian Centre for Toxicology. University of Guelph representatives: Professor W.E. Tossell, dean of research; Professor Keith Ronald, dean, College of Biological Science; Dr. D.C. Maplesden, dean, Ontario Veterinary College; Professor Carlton Giles, dean of graduate studies; Professor F.L. McEwen, chairman, Department of Environmental Biology; Professor Bruce Holub, Department of Nutrition; Kristen Smith, graduate student, Department of Environmental Biology. University of Toronto represen-

tatives: Dr. Edward Kingstone, vice-provost; Dr. E.A. McCulloch, assistant dean, School of Graduate Studies; Dr. Werner Kalow, Department of Pharmacology; Professor M.E. Charles, chairman, Department of Chemical Engineering & Applied Chemistry; Dr. Emmanuel Farber, chairman, Department of Pathology; Professor Josef Svoboda, Department of Botany; Jennifer de Catanzaro, graduate student, Department of Botany.

Nominations for this position should be sent to Professor D.A. Chant, director, Canadian Centre for Toxicology, room 103, 121 St. Joseph St., University of Toronto, by January 15.

Classified

A classified ad costs \$5 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word.

A cheque or money order payable to University of Toronto must accompany your ad.

Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Marion de Courcy-Ireland, Information Services, 45 Willcocks St. Ads will not be accepted over the phone.

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